



AGENDA ITEM SUMMARY

ITEM # 11

MEETING DATE: October 5, 2021

ITEM TITLE: Adjustments to Police Officer Salary Schedule

ITEM SUMMARY: The most recent opening in the Police Department went unfilled for nearly one year. This opening was partly due to a limited candidate pool which is the norm across the country, as well as starting salary. After making comparisons to other departments in the Dare County, the Town has fallen behind by nearly \$3,000 as compared to the top two departments in starting salaries. What was also more evident was how far behind our Sergeants had become comparatively.

STAFF RECOMMENDATION: Staff recommends that the Town remove the sworn law enforcement positions from the Police Department, not including the Deputy Chief and Chief, from the pay plan and administer a separate plan. This is a strategy taking place across the state. Having Police Officers in a standalone plan gives us the opportunity to quickly address market changes and adjust grade ranges as necessary without disrupting or effecting the pay plan for the rest of the town staff. The Town's Attorneys have considered and agree with this recommendation. Nothing prohibits us from having a separate plan for different categories or classifications of employees. Having a separate classification for law-enforcement employees is sensible, since there may be a more competitive market for them, particularly in light of the shortage of law-enforcement officers across the state.

This recommendation not only recognizes the need to increase starting salaries for Police Officers but also the importance of retaining our current officers with a competitive salary for the Corporal and Sergeant positions. It's important to note that these revisions place us at the top of starting salaries, not actual salaries paid. The additions do increase actual salaries while maintaining our middle position compared to other departments in our area. Retention of good officers saves money and the invaluable benefit of experience in our Town.

Rather than make this recommendation based on the existing pay plan and placing Police Officers in pre-determined grades, staff recommends establish the salary ranges based on the need to be competitive within our area.

REQUESTED ACTION:

Staff requests the approval of a separate pay scale for law enforcement officers. The impact on the current fiscal year from this increase if incorporated November 1st, 2021 is \$36,943.

A full year of implementation is an increase of \$55,514

Salary		\$44,438
FICA	7.65%	\$3,399.5
Retirement	17.05%	\$7,576.7 (5% 401k + 12.05% NC Retirement)
		\$55,414

	Grade		Minimum	Maximum
current	14	Police Officer	44,354	66,531
recommended	51		47,354	72,531
current	15	Corporal	46,572	69,857
recommended	52		52,000	78,000
current	17	Sergeant	51,345	77,017
recommended	54		60,000	90,000

<u>Town of Southern Shores FY 21-22 Pay Scale</u>	<u>Grade</u>	<u>FLSA</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Not Assigned	10	N	36,490	45,613	54,735
Maintenance Technician	11	N	38,315	47,893	57,472
Administrative Specialist	12	N	40,281	50,288	60,346
Police Administrative Assistant	13	N	42,241	52,802	63,362
Permit Officer	14	N	44,354	55,442	66,531
Community Resource Officer	14	N	44,354	55,442	66,531
Master Police Officer	14	N	44,354	55,442	66,531
Police Officer	14	N	44,354	55,442	66,531
School Resource Officer	14	N	44,354	55,442	66,531
Building Inspector	15	N	46,572	58,215	69,857
Police Corporal	15	N	46,572	58,215	69,857
Not Assigned	16	N	48,900	61,125	73,350
Police Sergeant	17	N	51,345	64,181	77,017
Public Works Supervisor	17	N	51,345	64,181	77,017
Town Clerk	18	N	53,912	67,391	80,868
Not Assigned	19	E	56,608	70,760	84,912
Not Assigned	20	E	59,439	74,298	89,158
Not Assigned	21	E	62,410	78,013	93,615
Police Deputy Chief	22	E	65,530	81,914	98,296
Public Works Director	23	E	68,807	86,009	103,211
Not Assigned	24	E	72,248	90,310	108,371
Not Assigned	25	E	75,860	94,825	113,790
Finance/Human Resources Officer	26	E	79,653	99,566	119,480
Police Chief	26	E	79,653	99,566	119,480
Not Assigned	27	E	83,636	104,545	125,454
Deputy Town Manager/Planning Director	28	E	87,818	109,772	131,726
Not Assigned	29	E	92,208	115,260	138,312
Not Assigned	30	E	96,818	121,024	145,228

<u>Town</u>		<u>Police Officer Starting Salary</u>	-	<u>Average Police Officer</u>	-	<u>Sgt Starting Salary</u>	-	<u>Average Sgt Salary</u>		Behind in PO starting salary	Behind in PO average salary	Behind in Sgt average salary
	RANK		RANK		RANK		RANK					
Recommended	1	47,354	4	52,905	1	60,000	1	62,372				
Kill Devil Hills	1	47,347	2	54,737	1	54,810	1	74,949		*2,993	*5,687	*16,421
Nags Head	2	47,213	1	55,803	2	54,656	2	71,263		*2,859	*6,753	*12,735
Southern Shores	3	44,354	4	49,050	3	53,912	4	58,528				
Manteo	4	42,784	5	47,237								
Duck	5	42,212	3	53,486	4	51,309	3	63,945			*4,436	*5,417
Kitty Hawk	6	39,274	6	45,396	5	47,738						

* Number indicates the amount of salary Southern Shores is presently behind in starting and average salaries for Police Officers and average salaries for Sergeants compared to other law enforcement agencies in Dare County.